

DAVID Y. IGE
GOVERNOR

DOUGLAS S. CHIN
LIEUTENANT GOVERNOR



LESLIE WILKINS
CHAIRPERSON

ALLICYN C.H. TASAKA
EXECUTIVE DIRECTOR

STATE OF HAWAII
WORKFORCE DEVELOPMENT COUNCIL
830 Punchbowl Street, Suite 417, Honolulu, Hawaii 96813
Phone: (808) 586-8630 Web: <http://labor.hawaii.gov/wdc/>

MILITARY & VETERAN'S AFFAIRS COMMITTEE MEETING

Wednesday, May 16, 2018

9:30 A.M. – 11:00 A.M.

Princess Ruth Keelikolani Building
830 Punchbowl Street, Conference Room 321
Honolulu, Hawaii 96813

MINUTES

ATTENDEES:

MG Gen. Edward V. Richardson, USAF (Ret.), Chair, Military & Veteran's Affairs Committee
Ann Greenlee, Vice Chair, Military & Veteran's Affairs Committee & Director, USDOL
Veterans Employment and Training Service
Alan Hayashi, Vice Chair, Workforce Development Council, Committee Liaison
Mike Bormann, U.S. Army, Schofield Barracks
Tamara Brethouwer, U.S. Army, Schofield Barracks
Ryan White, Career Placement and Recruitment Manager, Concrete Preservation Institute
Roman Galiki, Military Admissions Representative, Universal Technical Institute, Inc.
Hovo Harutyunyan, Professional Fellow, Office of Hawaii State Senator Donovan M. Dela Cruz

STAFF:

Allicyn Tasaka, Executive Director, Workforce Development Council
Jayson Muraki, Workforce Development Council
Mark Olds, Workforce Development Council

I. Call to Order

The meeting was called to order at 9:35 a.m. by Committee Chair Richardson.

II. Approval of Minutes

A. March 21, 2018 Minutes

A motion to approve the March 21, 2018 minutes was made by Alan Hayashi. Mike Bormann seconded the motion. The motion to approve the minutes was approved unanimously.

III. CDL Work Group Report

Vice-chair Greenlee provided additional information on CDL cross-credentialing in the State of Hawaii. Individuals having a CDL that was issued in another state can transfer the credential to a Hawaii state issue CDL contingent on individual taking and passing the Hawaii CDL driver's test and paying the processing fee, about \$30. The issue is the cost of renting a truck to take the test is unaffordable, it can be several thousand dollars.

IV. Reporting out on follow-ups from committee meeting held March 21, 2018:

- A. Issue: Veterans and their spouses gaining employment at the Department of Education (DOE). Committee needs to confirm (1) number of teaching vacancies the DOE currently has; and (2) how many transitioning military personnel and spouses are interested in going into the teaching field.
 - 1. Scott Murakami to invite a representative from the University of Hawaii Community College Human Resources office to discuss employment positions and share information with the committee.
 - a. Mr. Murakami was unable to attend meeting due to work obligations. WDC staff, Duke Olds, will follow-up with Scott to request if the U.H.C.C. rep can attend the next meeting on July 18.
 - 2. Bridget Komine to invite Cynthia Covell, Department of Education (DOE) to discuss current teaching vacancies.
 - a. Ms. Komine unable to attend meeting. Vice-chair Greenlee informed committee that she will follow up with Bridget Komine to check Ms. Covell's availability to attend a future meeting to share information about teaching vacancies. Ms. Covell is the Assistant Superintendent, Office of Human Resources, DOE. Also, we can inquire if Ms. Covell can provide information on the teaching requirements and salaries of teachers entering into the DOE system having teaching credentials issued on the mainland.
 - 3. Discussion and plan and next steps to change negative perception of transitioning military and their spouses gaining employment with the Department of Education.
 - a. No additional discussion on this issue.

V. Project for discussion regarding the charting of veterans and related agencies by Dennis Dumale, Headquarters, U.S. Pacific Air Forces.

Dennis Dumale was unable to attend the meeting. Chair Richardson stated that he will follow up with Dennis to inquire if he needs help.

VI. Discussion with members regarding issues, opportunities and ideas that surfaced during the previous meetings that can be looked into and actions developed for presentation to the Workforce Development Council. Subjects include but are not limited to:

A. Employer veterans committee. Discussion on encouraging employers to form a veterans committee within their organization. Its purpose is to facilitate the job recruitment and placement and job retention of transitioning service members (TSMs) and veterans by ensuring they have the requisite skills and certifications to obtain and retain a job. Chair Richardson cited his meeting with Hawaiian Airlines (HAL) as an employer who formed and leveraged the work of the veterans committee to hire TSMs and veterans with military airframe and powerplant (A&P) mechanic experience. These individuals left military service as experienced aircraft mechanics but without an A&P license. The Federal Aviation Administration (FAA) is the federal agency that issues this license. It's common knowledge among veteran's groups that the prospect of a veteran with A&P experience getting hired by an airline is unlikely without a license. HAL hired and placed veterans in its formal training program designed to help individuals obtain their A&P certification. Upon receiving the A&P license these employees will continue in their positions with a likely pay raise to reflect the license credential. In addition to aircraft mechanics other positions, for example, pilots, were included in the discussion. Chair Richardson would like committee members to reach out through their employer networks to promote the veterans committee idea like that of HAL, serving the same or similar purpose.

1. Chair Richardson will assist in setting up a meeting between the Transition Managers and Hawaiian Airlines by connecting the managers to the HAL reps: Mr. John McDevitt, Senior Director of Training; the principal Human Resources staff person; and the veterans committee.
2. Vice-chair Greenlee will extend an invitation to Mr. McDevitt to the next quarterly TAP managers' meeting to present information.
3. Chair Richardson promoted the idea to Denny Watts, a veteran and the principal of The Denny Watts Company; Mr. Watts is interested in learning more.

B. Executive Order to hire military spouses and the HIRE Vets Medallion Program.

Vice-chair Greenlee shared information on two recently enacted Presidential initiatives benefitting the hiring of military spouses and veterans. An Executive Order (EO) was issued on May 9, 2018, that enhances noncompetitive federal civil service appointments for military spouses. The second initiative, The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act), implements a recognition program for employers who recruit, employ and retain veterans. Program will launch in 2019 with interested employers eligible to apply on November 11, 2018. The program will recognize large, medium, and small employers at different levels: platinum, gold, and silver, depending on the criteria they meet. A common criterion across all levels is having a veterans' group established within the company to mentor veterans who are hired, as an effort to help keep veterans in their jobs. A demonstration and test of the Program launched on January 18, 2018, and applications were available to the first 300 interested employers. Employers recognized in the 2018 Demonstration will also be eligible to apply for the 2019 Program with applications available on Veterans Day 2018. It is expected that 8,000 to 10,000 employers will be recognized annually. There is no monetary benefit for being recognized but employers can display the HIRE Vets Medallion Program logo. Employers must apply to be considered by filling out an application and paying a processing fee of \$30. No Hawaii employers participated in the

demonstration.

C. An explanation about employment laws VEOA and USERRA.

Vice-chair Greenlee provided a brief explanation, for the benefit of committee members' situational awareness, on two key federal employment laws protecting veterans and National Guard and Reservists from discrimination. The Veterans Employment Opportunity Act (VEOA) gives veterans preference on federal jobs and the Uniformed Services Employment and Reemployment Rights Act (USERRA) protects employees from discrimination for being veterans and or members in the National Guard and Reserves. A simple example, when a member of the National Guard returns to work from military duty status, his job must be available and he must receive the same increase in pay or benefits afforded to other employees while he was away performing military duty. The significance of these two laws, if a USERRA complaint was filed by an employee and was successfully adjudicated in favor of the employee, the employer cannot participate in the HIRE Vets Medallion Program for at least one year.

D. Training Centers, Space to Train.

Discussion focused on mainland companies and industries who are interested but deterred in setting up training centers in Hawaii to train and prepare veterans and transitioning personnel with the relevant in-demand job skills and certifications leading to employment in the local job market. Companies and industries have established training centers in communities adjacent to or on military bases in the mainland to accommodate the interest level of transitioning service members seeking to leverage and upgrade their military training and experience to obtain certifications leading to in-demand jobs. Committee member, Mr. Ramon Galiki, remarked that the BMW of North America, and his employer, Universal Technical Institute have partnered to establish a training center on Camp Pendleton (San Diego), California, to train interested transitioning service members to become BMW technicians. BMW took half of the base skills center and financed the cost in converting the space into a state of the art training center. The tuition-free, 16-week program is funded by BMW of North America and graduates are referred to jobs at authorized BMW dealerships.

Mainland companies are discouraged in bringing the training center model to Hawaii because of the high cost of real estate when leasing space. The preference is to set up the centers, if possible, on military bases whereby leasing and other business activity costs are either non-issues or much more affordable.

Committee member, Ms. Tamara Brethouwer, provided information on the Home Depot Foundation partnership with non-profit Home Builders Institute to offer a trades training program to separating military members. The 12-week pre-apprenticeship certification program is available at no cost to students. The career skills program is approved by the Army and is operating at three (3) Army installations. HBI is interested in bringing the program to Hawaii, it requires 3,000 square foot of space with loading and unloading access points and will finance any modification costs to the space as needed.

Chair Richardson suggested that the committee approach the union training facility near Home Depot in Pearl City and committee member, Alan Hayashi suggested approaching Lendlease local Regional Manager, Jerry Schmidt; to inquire about space availability. Chair Richardson will provide contact names and can assist in contacting these

individuals to pose the idea.

E. Cost of Living Impact on Transitioning Service Members.

Throughout the committee's discussion and analysis on the challenges Hawaii veterans and transitioning service members face to obtain and retain good paying, local jobs: the cost of living, the cost of doing business, and local regulations; were identified as major hiccups in keeping transitioning service members gainfully employed in Hawaii's economy. The question arose by Chair Richardson "What can be done to lessen the impact?" Create a working group to dive into this issue and further research resources such as Lendlease company to possibly address rental and training center space affordability; union training sites for training center space affordability; and unused space on military bases to address training center space affordability.

VII. Next Scheduled Meetings for 2018

- A. Meetings will be held every other month on the third Wednesday of the month at 9:30 am – 11:00 am. Meetings are held in the Director's Conference Room 321.
- B. July 18, September 19, November 21

A reminder: working groups shall convene to address the significant topics and issues, as determined by the chairperson, between meetings.

VIII. Announcements

- A. Mike Bormann announced a Job Fair on May 18, 2018, at the Nehelani Club, Schofield Barracks. It's open to anybody who can get on the installation.
- B. Mike announced that invitations were sent out to partner agencies for the first IPR (In-Progress Review), a planning meeting to be held next week for this year's U.S. Chamber of Commerce Transition Summit. The event will be held over four (4) days in October 2018 at three locations: Schofield Barracks, Joint Base Pearl Harbor-Hickam, and Marine Corps Base Hawaii. Ms. Marnie Holder, U.S. Chamber of Commerce Foundation Hiring Our Heroes Program will introduce the agenda.
- C. Chair Richardson announced several community events planned in support of Memorial Day. A commemoration of the 100th anniversary of the end of World War I will be held at the Natatorium in Waikiki. Candlelight services will begin at the Punchbowl Cemetery the day before Memorial Day. And the annual Memorial Day services will be held at Punchbowl and at the State Veterans Cemetery.

IX. Adjournment

Committee Chair Richardson adjourned the meeting at 11:05 a.m.